



CITY OF HAYWARD

AGENDA REPORT

AGENDA DATE 10/24/00

AGENDA ITEM 1

WORK SESSION ITEM

TO: Mayor and City Council

FROM: Personnel and Employee Relations Director

SUBJECT: Adoption of Memorandum of Understanding with Hayward Association of Management Employees

RECOMMENDATION:

It is recommended that the City Council 1) adopt a new two-year Memorandum of Understanding with the Hayward Association of Management Employees, effective July 1, 2000, through June 30, 2002, pertaining to salaries, hours, benefits, and other **terms** and conditions of employment, and 2) adopt the Resolution of Intent relative to CalPERS Health Plan benefits.

BACKGROUND:

The City and Hayward Association of Management Employees have reached agreement on the terms of a new Memorandum of Understanding, effective July 1, 2000, and expiring June 30, 2002. The principle economic components include a 4% general salary increase July 1, 2000 and July 1, 2001; salary adjustments for 11 unit classifications based on market data; a 5% increase in retiree medical effective January 1, 2002; an adjustment in the coverage level for orthodontics benefit and in the City's payment to employees who elect not to enroll in the PERS medical plan due to having alternate medical plan coverage; enhanced life insurance coverage equal to one-time annual salary, and creation of a minimum supervisory/subordinate salary differential of 10%. The new memorandum of understanding also reflects the City's agreement to extend health plan benefits under CalPERS to domestic partners of City employees. The estimated cost for fiscal year 2000-2001 is \$232,000,

Due to the length of the document, the agreement is not attached, but is available for review in the City Clerk's office.

Recommended By:

Beth Perrin-Scales

Beth Perrin-Scales, Personnel and Employee Relations Director

Approved by:

Jesús Armas

Jesús Armas, City Manager

Attachment: Resolutions

DRAFT

HAYWARD CITY COUNCIL



RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION ADOPTING MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF HAYWARD
AND THE HAYWARD ASSOCIATION OF MANAGEMENT
EMPLOYEES

BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby adopt that certain Memorandum of Understanding for the period July 1, 2000 through June 30, 2002, between the City of Hayward and the Hayward Association of Management Employees, a copy of which is on file in the office of the City Clerk.

BE IT FURTHER RESOLVED that the City Manager is hereby authorized to maintain a minimum supervisory/subordinate salary differential as authorized by Council.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2000

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION ADJUSTING EMPLOYER CONTRIBUTION
FOR SUBJECT MEMBERS OF THE HAYWARD
ASSOCIATION OF MANAGEMENT EMPLOYEES (HAME)
COVERED UNDER THE PUBLIC EMPLOYEES' MEDICAL
AND HOSPITAL CARE ACT

WHEREAS, Government Code section 22825.6 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required by section 22825 of the act; and

WHEREAS, the City of Hayward has negotiated with representatives of the Hayward Association of Management Employees (HAME) and agreed to an increase in the monthly employer contribution towards the cost of members' and annuitants' enrollment in a health benefits plan ,

BE IT FURTHER RESOLVED that the employer's contribution for each HAME annuitant towards the cost of his or her enrollment, including the enrollment of family members, in a health benefits plan shall not exceed \$237.31 per month for the calendar year 2002.

BE IT FURTHER RESOLVED that the employer contribution referred to hereinabove shall become effective on January 1, 2002.

IN COUNCIL, HAYWARD, CALIFORNIA _____ , 2000.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM

City Attorney of the City of Hayward

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION ELECTING TO EXTEND CalPERS HEALTH BENEFITS TO DOMESTIC PARTNERS AND RETIREES OF THE CITY OF HAYWARD SUBJECT TO SECTION 22873 OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT

WHEREAS, Government Code Section 22850 and/or 22850.3 provides the benefits of the Public Employees' Medical and Hospital Care Act to employees of local agencies contracting with the Public Employees' Retirement System; and

WHEREAS, the City of Hayward (hereinafter referred to as "Contracting Agency") is a local agency contracting with the Public Employees' Retirement System under the Act; and

WHEREAS, Government Code Section 22873 allows a Contracting Agency to provide benefits to the domestic partners of employees and retirees/annuitants of local agencies contracting under the Act upon proper application; and

WHEREAS, the Contracting Agency desires to obtain for its employees and retirees/annuitants the benefit of Section 22873 and to accept the liabilities and obligations of a contracting agency under the Section.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby elect to extend CalPERS health benefits to the domestic partners of employees and retirees of the City of Hayward and to be subject to the provisions of Section 22873 of the Government Code.

IN COUNCIL. HAYWARD, CALIFORNIA _____, 2000.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward